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COLLECTIVE BARGAINING AGREEMENT

Between the

EVESHAM TOWNSHIP EDUCATION ASSOCIATION

and the

BOARD OF EDUCATION OF EVESHAM TOWNSHIP

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## I PREAMBLE

The Evesham Township Board of Education has recognized the Evesham Township Education Association as the representative for professional negotiations concerning terms and conditions of employment for all certified personnel in the Evesham Township Public Schools within the scope of Chapter 303, P.L. 1968 (S.746), known as the New Jersey Employer-Employee Relations Act, and as modified and interpreted by the Public Employers Relations Commission through its Rules and Regulations.

That recognition agreement between the Evesham Township Board of Education and the Evesham Township Education Association will include teachers, speech therapists, librarians, guidance counselors, school psychologist, learning disabilities teacher-consultant, social worker and nurses.

## II PROCEDURE

The Evesham Township Education Association (hereinafter referred to as the Association) and the Evesham Township Board of Education (hereinafter referred to as the Board) hereby agree that the procedures listed below will be adhered to during all negotiations between the Association and the Board covering the school year 1973-74.

- A. Negotiations shall begin not later than October 15 of the calendar year preceding the calendar year in which this agreement expires. Any agreement that is negotiated shall apply to all personnel as covered in the Preamble, be reduced to writing, and be presented to the Association and the Board for adoption.
- B. Neither party in any negotiation shall have any control over the selection of the negotiating representatives of the other party.
  1. It is mutually agreed that there will be no more than four (4) representatives from the Association and four (4) representatives from the Board on the negotiating team.
  2. Either party may bring in legal and/or professional advisors, having given forty-eight (48) hours notice.
  3. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make proposals, consider proposals, and make counter-proposals on the course of negotiations.

C. Negotiations

1. All public financial records shall be available to the Association for inspection no later than December 15 of each year.
2. The parties shall meet at least once every two weeks until the negotiation agreement is reached, unless other arrangements have been mutually agreed upon.
3. Negotiation sessions are not to last more than three (3) hours unless mutually agreed upon.

- D. The Association and the Board agree that any attempt to coerce, to dominate, to censor or to penalize any participant in the negotiations shall be recognized as a breach of good faith.

III GRIEVANCE PROCEDURE

Any individual or group of individuals of the professional staff desiring to appeal the application of policies and administrative decisions affecting them shall use the following procedure:

1. To the immediate principal or supervisor:
  - a. The request for a meeting does not have to be made in writing.
  - b. The member (s) may be represented at this meeting with a person of his choosing.
  - c. If the grievance is not successfully resolved at the hearing the member (s) must wait at least two school days before proceeding with his complaint to the superintendent of schools.
2. To meet with the superintendent:
  - a. The member (s) must forward a written statement to the superintendent outlining the details of the grievance and requesting a meeting.
  - b. The principal or supervisor involved must forward a written report to the superintendent of his meeting with the member (s).
  - c. If the member (s) wishes to have representation present at this meeting the name of the individual (s) and/or his organization must be presented in writing to the superintendent. Representation shall be limited to no more than three (3) persons.

- d. The superintendent shall meet with the member (s) within five school days after the request is received.

3. Request for Board-Staff Meeting:

- a. If the grievance is not satisfactorily resolved the request for a Board-Staff meeting may be made through -
  - (1) the superintendent, or
  - (2) a member of the Board of Education belonging to Board-Staff, or
  - (3) a member of the faculty belonging to Board-Staff.
- b. The Board-Staff meeting shall be called at the earliest possible date, but not later than ten school days after the request is made.
- c. If the member (s) wishes to have representation present at this meeting the name of the individual (s) and/or his organization must be presented in writing to the Board-Staff. Representation shall be limited to no more than three (3) persons.

4. Request for meeting with the Board of Education:

- a. If the grievance is not satisfactorily resolved at the Board-Staff level the member (s) may request a meeting with the Board of Education.
- b. Either the Board chairman of the Board-Staff or the member (s) presenting the grievance, may veto a public meeting.
- c. The Board will meet with the member (s) at the earliest possible date, not to exceed ten school days for a private hearing, or at the next public meeting of the Board.
- d. If the member (s) wishes to have representation present at this meeting, the name of the individual (s) and/or his organization must be presented in writing to the Board. Representation shall be limited to no more than three (3) persons.

5. PERC

6. Fact Finding

#### IV SALARIES

- A. Salaries of all teachers covered by this Agreement are set forth as follows:
1. For the period July 1, 1973 to June 30, 1974 as in Appendix A
  2. For the period July 1, 1974 to June 30, 1975 as in Appendix B
- B. The following employees shall have their salaries computed as follows:
- Guidance Counselor - Salary Guide plus \$800.
  - Social Worker - Salary Guide plus \$600.
  - Learning Disabilities Teacher - Salary Guide plus \$600.
  - Psychologist - Salary Guide plus \$600.
- C. Transportation approved by the Superintendent will be paid at the rate of 10 cents per mile for those teachers who are required to travel between buildings during the school day in order to fulfill their teaching assignments.
- D. Between September 1, 1973 and October 15, 1973 the Association may reopen negotiations with reference to the Salary Guide in accordance with the following guide lines: (excepting the non-degree scale).
1. Notice or request to reopen shall be in writing and shall be delivered to the Superintendent between the aforesaid dates.
  2. Negotiations will be confined to the Salary Guide and no other purpose.
  3. Negotiations shall be conducted in accordance with the negotiation procedure in Paragraph II - C above.
  4. Negotiations shall only be reopened if the percentage increase in the cost of living index, issued by the U.S. Department of Labor, Consumer Price Index, shall have increased between July 1, 1973 and July 1, 1974 in an amount in excess of the percentage increase mandated by the Salary Guide as set forth in the guide of Appendix A.

## V INSURANCE PROTECTION

- A. The Board will provide a family hospital plan and major medical coverage. The Board and the Association will mutually agree upon any changes in the company and/or medical plan. (The Board and Association agree to minimize duplication of any medical coverage by spouse.)
- B. The Board will pay for an income insurance protection plan in either of two companies to be designated by the Association in accordance with the following schedule:
  1. During the period 1973-74, 50% of the payment up to a maximum of \$75.00.
  2. During the period 1974-75, 50% of the payment up to a maximum of \$85.00.

## VI TUITION AID

The Board of Education will grant aid for tuition to all qualified personnel under the following procedure:

### 1. APPLICATION

- (a) Initial application will be made to the Superintendent of Schools. If he finds that the criteria set forth below has been met, the matter will be taken before the Board of Education for its approval.
- (b) In the event that the Superintendent is not of the opinion that the necessary criteria has been met, he will call a meeting of the tuition aid committee which will consist of the superintendent, a member of the Board and a representative of the Association. If this committee agrees that the necessary criteria has been met, a suitable recommendation will be made to the Board.
- (c) An individual who is not satisfied with the decision of the tuition aid committee has the right to request a private hearing with the entire Board so that the teacher may state his case.

### 2. PAYMENT

Upon approval by the Board, the teacher should be reimbursed 75% of tuition costs incident to said course (s) up to a maximum amount of \$400. in any one school year. The Board shall provide \$43 per teacher presently employed in order to arrive at the total monies available for tuition costs.

### 3. TIMES

Reimbursement will be made during the month of September after appropriate evidence is given that the course has been satisfactorily completed (the equivalent of "C" or better).

### 4. CRITERIA

The following guidelines will be considered with reference to application for tuition aid:

- (a) Courses taken while matriculated in a regular graduate program.
- (b) Courses taken at the graduate level in the field of education.
- (c) Courses taken at the graduate level which are in the same educational field as the instructor is teaching, e.g. history courses for history teachers.
- (d) Courses taken at the undergraduate level which are in a specialized area, e.g., modern math courses for math teachers.
- (e) In no instance will aid be granted for courses in administration whether at the graduate or undergraduate level.

### VII PERSONAL BUSINESS DAYS

A maximum of four (4) days in any one year will be allowed for personal business with full pay with the following conditions: 1) requests for personal days being given to the superintendent or his designee at least 48 hours in advance of the personal day; 2) no personal day approved either proceeding or following a holiday or holiday weekend.

### VIII DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 1973 and shall continue in effect until June 30, 1975.

(Salary Guide to be attached)



In witness thereof, the Association has caused this Agreement to be signed by its President and Secretary, and the Board has caused this Agreement to be signed by its President, attested by its Secretary and its corporate seal to be placed hereon.

EVESHAM TOWNSHIP EDUCATION ASSOCIATION

By \_\_\_\_\_  
President

By \_\_\_\_\_  
Secretary

EVESHAM TOWNSHIP BOARD OF EDUCATION

By \_\_\_\_\_  
President

By \_\_\_\_\_  
Secretary

APPENDIX A

SALARY GUIDE - 1973-74

| <u>Steps</u> | <u>Non<br/>Degree</u> | <u>BA<br/>Non<br/>Tenure</u> | <u>Tenure</u> | <u>BA+30<br/>Non<br/>Tenure</u> | <u>Tenure</u> | <u>MA<br/>Non<br/>Tenure</u> | <u>Tenure</u> | <u>MA+30<br/>Non<br/>Tenure</u> | <u>Tenure</u> |
|--------------|-----------------------|------------------------------|---------------|---------------------------------|---------------|------------------------------|---------------|---------------------------------|---------------|
| 1            | \$7400                | \$8050                       |               | \$8450                          |               | \$9050                       |               | \$9450                          |               |
| 2            | 7700                  | 8350                         |               | 8750                            |               | 9350                         |               | 9750                            |               |
| 3            | 8000                  | 8650                         |               | 9050                            |               | 9650                         |               | 10050                           |               |
| 4            | 8400                  | 9050                         | \$9250        | 9450                            | \$9650        | 10050                        | \$10250       | 10450                           | \$10650       |
| 5            | 8700                  | 9350                         | 9650          | 9750                            | 10050         | 10350                        | 10650         | 10750                           | 11050         |
| 6            | 9000                  | 9650                         | 10050         | 10050                           | 10450         | 10650                        | 11050         | 11050                           | 11450         |
| 7            | 9300                  | 9950                         | 10450         | 10350                           | 10850         | 10950                        | 11450         | 11350                           | 11850         |
| 8            | 9600                  | 10250                        | 10850         | 10650                           | 11250         | 11250                        | 11850         | 11650                           | 12250         |
| 9            | 9900                  | 10550                        | 11250         | 10950                           | 11650         | 11550                        | 12250         | 11950                           | 12650         |
| 10           | 10200                 | 10850                        | 11650         | 11250                           | 12050         | 11850                        | 12650         | 12250                           | 13050         |
| 11           |                       |                              | 12050         |                                 | 12450         |                              | 13050         |                                 | 13450         |
| 12           |                       |                              | 12550         |                                 | 12950         |                              | 13550         |                                 | 13950         |
| 13           |                       |                              | 12800         |                                 | 13200         |                              | 13800         |                                 | 14200         |

APPENDIX B

SALARY GUIDE - 1974-75

| <u>Steps</u> | <u>Non</u>    | <u>BA</u>  | <u>Tenure</u> | <u>BA+30</u>  |               | <u>MA</u> | <u>Tenure</u> | <u>MA+30</u>  |               |
|--------------|---------------|------------|---------------|---------------|---------------|-----------|---------------|---------------|---------------|
|              | <u>Degree</u> | <u>Non</u> |               | <u>Tenure</u> | <u>Tenure</u> |           |               | <u>Tenure</u> | <u>Tenure</u> |
| 1            | \$7400        | \$8600     |               | \$9000        |               | \$9600    |               | \$10000       |               |
| 2            | 7700          | 8900       |               | 9300          |               | 9900      |               | 10300         |               |
| 3            | 8000          | 9200       |               | 9600          |               | 10200     |               | 10600         |               |
| 4            | 8400          | 9600       | \$9800        | 10000         | \$10200       | 10600     | \$10800       | 11000         | \$11200       |
| 5            | 8700          | 9900       | 10200         | 10300         | 10600         | 10900     | 11200         | 11300         | 11600         |
| 6            | 9000          | 10200      | 10600         | 10600         | 11000         | 11200     | 11600         | 11600         | 12000         |
| 7            | 9300          | 10500      | 11000         | 10900         | 11400         | 11500     | 12000         | 11900         | 12400         |
| 8            | 9600          | 10800      | 11400         | 11200         | 11800         | 11800     | 12400         | 12200         | 12800         |
| 9            | 9900          | 11100      | 11800         | 11500         | 12200         | 12100     | 12800         | 12500         | 13200         |
| 10           | 10200         | 11400      | 12200         | 11800         | 12600         | 12400     | 13200         | 12800         | 13600         |
| 11           | 10450         |            | 12600         |               | 13000         |           | 13600         |               | 14000         |
| 12           |               |            | 13100         |               | 13500         |           | 14100         |               | 14500         |
| 13           |               |            | 13350         |               | 13750         |           | 14350         |               | 14750         |
| 14           |               |            | 13600         |               | 14000         |           | 14600         |               | 15000         |
| 15           |               |            | 13850         |               | 14250         |           | 14850         |               | 15250         |